

WMC-TV (Memphis, TN)

EEO PUBLIC FILE REPORT

Period Covered: April 1, 2021 – March 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

[illegible]

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II. MASTER LIST OF RECRUITMENT SOURCES ("MRSL")

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u># of Interviews</u>
COMMUNITY SOURCES						
1	Arkansas Workforce Center	David Barch	david.barch@arkansas.gov		870-735-6730	
2	Benjamin L Hooks Central Library		joblinc@memphistn.gov		901-415-2787	
3	Christian Brothers University	Curt Rogers	career@cbu.edu		901-321-3330	
4	Department of Veterans Affairs Vocational Rehabilitation and Employment Division	Dale Warf	dale.warf@va.gov			
5	Lane College		rcoleman@lanecollege.edu		731-421-2788	
6	LeMoyne Owen College	Denita Hedgeman	denita_hedgeman@loc.edu		901-435-1729	
7	Lowenstein House	Nicole McCoy	nicolemc coy@bellsouth.net		901-274-5486	
8	Memphis Journal Jobs		memphisjourjobs@gmail.com		901-678-2401	
9	Memphis Urban League	Sandra Dallas	sdallas@memphisul.org		901-272-2491	
10	NAACP Memphis		nmemphi1@comcast.net		901-521-1343	
11	Rhodes College		careers@rhodes.edu		901-843-3800	
12	Rust College		rustcollegcareerservices@gmail.com		662-252-8000	
13	Southwest Tennessee Community College		wcoopwood@southwest.tn.edu		901-333-4180	
14	Tennessee Association of Broadcasters	Jill Green	tabtn@bellsouth.net	www.tabtn.org	615-365-1840	
15	Tennessee Technology Center	Gwen White	gwen.white@tcatmemphis.edu		901-543-6170	
16	Union University	Steve Beverly	sbeverly@uu.edu		731-661-5550	
17	University of Memphis		ces@memphis.edu		901-678-2239	
18	University of Memphis	Jackie Webb	jwebb2@memphis.edu		901-678-2239	
19	University of Tennessee at Martin	Rodney Freed	rreed@utm.edu			
20	WMC/Gray TV Website		jobs@gray.tv	https://gray.tv/careers		35
21	WMC On-Air Advertisement	Jenny Smith	1960 Union Ave, Memphis, TN 38104		901-726-0555	1
ADDITIONAL SOURCES						
22	Handshake			www.joinandshake.com		1
23	Indeed		Posted by Gray Corp – jobs@gray.tv	https://www.indeed.com		9

24	LinkedIn			www.linkedin.com		3
25	NAB Career Center	Karen Hunter		www.nab.org		
26	National Association of Black Journalists		8800 Lakewood Dr, Suite 117, Windsor, CA 95492			
27	Native American Journalist Association	Rebecca Landsberry	rebeccalandsberry@naja.com			
28	National Association of Hispanic Journalist		1193 National Press Building, Washington, DC 20045	http://nahj.ihispano.com		
29	News Blues			www.newsblues.com		
30	Other-Websites that HR did not post to					7
31	Spots-N-Dots	Gene McKay	ads@spotsndots.com	www.spotsndots.com		
32	Tennessee JobLink			www.tba.org/joblink/		
33	Tvjobs.com			www.tvjobs.com		
WMC SOURCES						
34	Internal					3
35	Referrals	Employees, Clients, Vendors, Etc.				23
36	WMC Bulletin Board	Shyronica Small	1960 Union Ave, Memphis, TN 38104		901-726-0555	
37	WMC Interns					
38	Walk-Ins					
TOTAL INTERVIEWEES OVER REPORTING PERIOD						82

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management Training – Diversity, Equity and Inclusion	<p>2021 – Members of WMC’s leadership team participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>Office Manager Director of Research Director of Sales Chief Engineer</p>
2	Training – FCC EEO Rules	<p>February 17, 2022 – WMC’s Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.</p>
3	Provided training to personnel of outside recruitment organization that would enable them to better refer job candidates for broadcast positions	<p>On 11/11/2021, WMC employees trained multiple professors at Arkansas State University on how to prepare students for entry level broadcasting positions and skills to help students become more marketable.</p> <p>Director of Research</p>
4	Broadcasting of outreach recruitment to community sources regarding job openings	<p>WMC airs the following :45 spot approximately 2-3 times monthly to recruit organizations who would like to receive our job openings.</p> <p>“WMC Television, a Raycom Media station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to WMC-TV 5, Attn: HR, 1960 Union Avenue, Memphis, TN 38104 or email to hr@wmcvtv.com.”</p> <p>Marketing Manager/Traffic Department</p>